



## Case Study

**Organisation:** Stirling Council

**Location:** Covers most of Stirlingshire (except Falkirk) and the south-western portion of Perthshire.

**Number of employees:** 4,200

### Summary

The Stirling council area is one of the 32 council areas of Scotland, and has a population of about 94,210 (2019), with a total land area of 844 square miles.

Stirling Council has 23 Elected Members. Residents vote for their Councillors to represent their local ward. In Stirling, three or four Councillors represent each of the seven multi-member wards.

### The Challenge

Stirling Council has for a number of years offered their workforce an employee benefits package to help staff feel valued and engaged. They wanted to implement other benefits that had a further engaging and positive pull into the benefits overall and enhance the employee experience.

They released that a Technology Benefit was a key scheme missing from their benefits package and the initial lockdown in March 2020 acted as a spur for them to introduce a new scheme, with a key condition being speed of set up and giving employees something positive to help with their wellbeing during a difficult time.

*“ Highly recommended if you are looking to introduce a hassle-free Technology Scheme for your employees. ”*

Jacki Smith, HR Admin & Workforce Adviser – Stirling Council



*“ Our employees find the deduction from their pay spread over two years as a great way to purchase the products offered. ”*

Jacki Smith, HR Admin & Workforce Adviser – Stirling Council



### The Solution

Following a review of suppliers on an approved framework agreement, they chose Let's Connect as their preferred partner.

Jacki Smith from Stirling's HR department said:

*“This turned out to be a great decision as they worked with us to set up and promote the scheme in a very short timescale. Last year we managed to offer two order windows, summer and winter, which went very smoothly with over 200 employees ordering from a huge range of products available.”*

*Our employees find the deduction from their pay spread over two years as a great way to purchase the products offered.*

*From an administration point of view, we were impressed that we had very limited involvement with employee questions, as the Let's Connect customer service desk answered these. For our Payroll Team they provided detailed deduction reports, along with guidance on completion of P11D forms.”*

Stirling Council have received positive feedback from employees on the Technology Scheme as part of their overall benefit package and intends to run multiple order windows of approximately six weeks, throughout each year.



Years	No. of Schemes	Staff Orders	Salary Reductions
Since 2020	3	405	£299,814.48